

ANNUAL CENSUS Of STATE EMPLOYEES

And

AFFIRMATIVE ACTION REPORT

**1999 - 2000
Fiscal Year**



**Prepared for the
Governor and
Legislature**

**By the
State Personnel Board**

**ANNUAL CENSUS
of
STATE EMPLOYEES
and
AFFIRMATIVE ACTION REPORT**



THE STATE PERSONNEL BOARD

Walter Vaughn, Executive Officer

Florence S. Bos, President
Ronald Alvarado, Vice President
Richard Carpenter, Member
William Elkins, Member
Sean Harrigan, Member

NOVEMBER 2000

PURPOSE OF REPORT

The State Personnel Board (SPB) has prepared this report in compliance with California Government Code Sections 18237, 19405, 19705, 19792.5(b), and 19793 to inform the Governor and the Legislature about the State civil service work force and affirmative action process by each State agency and department.

The tables on the following pages provide data on: overall statewide representation for all civil service employees from June 1995 through June 2000; statewide composition among the major occupational group categories used in the State civil service; appointment and promotional rates over the past fiscal year; information regarding the salary distribution of employees by gender and ethnic group; and the 1999-2000 employment goals set by each State agency and department with 50 or more employees.

Summary

Between June 30, 1999 and June 30, 2000, the State civil service work force increased by 7,808 employees (3.9%), from 200,625 to 208,433. The race/ethnic, gender, and disability representation for the year, and each year since June 30, 1995, is shown in the table on page 2.

Since June 30, 1995, the State civil service work force has increased by 14,455 employees (7.5%), from 193,978 to 208,433. During this period, representation for Whites, African Americans/Blacks, Women, and persons with disabilities declined. Whites decreased by 3.2%, from 58.3% to 55.1%; African Americans/Blacks by 0.2%, from 11.5% to 11.3%; Women by 0.4%, from 47.8% to 47.4%; and persons with disabilities by 0.2%, from 7.6% to 7.4%. The groups gaining in representation were Hispanics, Asians and Filipinos. Hispanics increased by 1.6%, from 17.1% to 18.7%; Asians increased by 0.8%, from 6.2% to 7.0%; and Filipinos increased by 0.7%, from 4.1% to 4.8%. There was no change in the percentage representation of American Indians and Pacific Islanders. Representation remained at 0.3%, and 0.4% respectively.

During the 1999-2000 Fiscal Year, 81 State departments with 50 or more employees completed a work force analysis to determine whether they had any significant underutilization of minorities, women, and persons with disabilities. The tables on pages 6 through 13 indicate the results. Overall for all departments, there were 348 instances where significant underutilization was found for minorities and women based on relevant labor force data comparisons that required an employment goal be established. These were as follows: African Americans/Blacks, 44; Hispanics, 92; Asians, 69; Filipinos, 21; Pacific Islanders, 3; American Indians, 31; and Women, 88. There was a total underutilization of 9,303 employees (4.8%) in these groups. In addition there were 43 departments that had a serious underutilization of persons with disabilities. Overall, 8,412 additional employees with disabilities are needed for the State to reach 11.4% estimated California labor force representation. Detailed information on departmental work force data, underutilization problems and employment goals by occupation are available for review at the State Personnel Board.

OVERALL REPRESENTATION

The following provides data on statewide representation for all employees in the state civil service. Changes in representation from June 30, 1995 to June 30, 1999 are displayed for all groups in the following table:

STATE WORK FORCE REPRESENTATION
June 30, 1995 to June 30, 2000

| Group | Prior to Prop. 209 | | After Prop. 209 | | | | % Change 6/95-6/00 |
|------------------|--------------------|---------|-----------------|---------|---------|---------|-----------------------|
| | 6/30/95 | 6/30/96 | 6/30/97 | 6/30/98 | 6/30/99 | 6/30/00 | |
| White | 58.3% | 58.0% | 57.5% | 56.7% | 55.9% | 55.1% | -3.2% |
| Black | 11.5% | 11.5% | 11.5% | 11.6% | 11.4% | 11.3% | -0.2% |
| Hispanic | 17.1% | 17.4% | 17.7% | 18.2% | 18.3% | 18.7% | 1.6% |
| Asian | 6.2% | 6.1% | 6.2% | 6.3% | 6.7% | 7.0% | 0.8% |
| Filipino | 4.1% | 4.2% | 4.2% | 4.3% | 4.5% | 4.8% | 0.7% |
| American Indian | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.3% | 0.0% |
| Pacific Islander | 0.4% | 0.4% | 0.4% | 0.4% | 0.4% | 0.4% | 0.0% |
| Other | 2.2% | 2.2% | 2.2% | 2.3% | 2.4% | 2.4% | 0.2% |
| Men | 52.2% | 52.6% | 52.7% | 52.4% | 52.7% | 52.6% | 0.4% |
| Women | 47.8% | 47.4% | 47.3% | 47.6% | 47.3% | 47.4% | -0.4% |
| Disabled | 7.6% | 7.3% | 7.5% | 7.7% | 7.6% | 7.4% | -0.2% |
| Total Employees | 193,978 | 193,404 | 191,425 | 193,152 | 200,625 | 208,433 | |

**Statewide Ethnic, Gender and Disability Composition of All Civil Service Employees
By Occupational Group as of June 30, 2000**

| Occupational Group | Total No. | White % | Af Amer/ Black % | Hispanic % | Asian % | Filipino % | Amer. Indian % | Pacific Islander % | Other % | Males % | Female % | Disabled % |
|----------------------------------|------------------|--------------------|---------------------------------|-----------------------|--------------------|-----------------------|-------------------------------|-----------------------------------|--------------------|--------------------|---------------------|-----------------------|
| Agriculture & Conservation | 13,738 | 73.1 | 2.6 | 14.5 | 3.4 | 1.2 | 0.5 | 0.3 | 4.4 | 72.5 | 27.5 | 4.5 |
| Office & Allied Services | 39,583 | 45.4 | 16.0 | 23.2 | 5.8 | 6.6 | 0.3 | 0.6 | 2.1 | 15.1 | 84.9 | 10.0 |
| Custodial & Domestic Services | 4,957 | 34.1 | 22.4 | 24.7 | 4.3 | 11.6 | 0.3 | 0.4 | 2.3 | 57.9 | 42.1 | 8.1 |
| Education & Library | 3,217 | 71.8 | 9.6 | 11.8 | 3.1 | 0.9 | 0.4 | 0.2 | 2.2 | 61.9 | 38.1 | 8.8 |
| Engineering & Allied Services | 14,594 | 54.3 | 3.9 | 10.1 | 22.3 | 4.6 | 0.2 | 0.3 | 4.3 | 82.8 | 17.2 | 7.4 |
| Fiscal, Mgmt & Staff Services | 38,247 | 58.2 | 9.1 | 14.3 | 11.4 | 4.1 | 0.3 | 0.4 | 2.1 | 39.6 | 60.4 | 8.7 |
| Legal | 3,107 | 78.0 | 5.0 | 7.7 | 6.5 | 1.1 | 0.0 | 0.2 | 1.5 | 58.0 | 42.0 | 6.5 |
| Mech. & Construction Trades | 15,146 | 64.4 | 7.4 | 20.1 | 2.2 | 2.3 | 0.6 | 0.4 | 2.6 | 87.7 | 12.3 | 8.4 |
| Medicine & Allied Services | 15,904 | 49.2 | 12.1 | 13.1 | 7.6 | 15.7 | 0.2 | 0.3 | 1.9 | 36.9 | 63.1 | 6.4 |
| Emergency Disaster Program | 220 | 80.9 | 4.1 | 9.1 | 2.3 | 0.5 | 0.0 | 0.9 | 2.3 | 72.3 | 27.7 | 8.2 |
| Regulatory & Public Safety | 13,237 | 67.5 | 7.2 | 17.6 | 3.7 | 2.0 | 0.4 | 0.4 | 1.2 | 76.0 | 24.0 | 5.9 |
| Social Security & Rehabilitation | 44,420 | 49.5 | 15.9 | 25.5 | 3.2 | 2.7 | 0.3 | 0.4 | 2.5 | 65.6 | 34.4 | 5.0 |
| Broad Band Classifications | 749 | 62.6 | 10.0 | 11.6 | 11.5 | 1.7 | 0.7 | 0.3 | 1.6 | 59.7 | 40.3 | 7.6 |
| C.E.A. Classifications | 1,314 | 75.4 | 6.4 | 9.3 | 6.0 | 0.6 | 0.4 | 0.2 | 1.7 | 67.4 | 32.6 | 7.8 |
| Total | 208,433 | 55.1 | 11.3 | 18.7 | 7.0 | 4.8 | 0.3 | 0.4 | 2.4 | 52.6 | 47.4 | 7.4 |

Annual Salary Distribution of All Civil Service Employees by Gender and Racial/Ethnic Group within Salary Increment As of June 30, 1999 and June 30, 2000

| SALARY | JUNE 30 | Total Count | % Male | % Female | % White | % Black | % Hispanic | % Asian | % Filipino | % American Indian | % Pacific Island | % Other | % Disabled |
|---------------|----------------|------------------------|-------------------|---------------------|--------------------|--------------------|-----------------------|--------------------|-----------------------|----------------------------------|---------------------------------|--------------------|-----------------------|
| \$10,001- | 1999 | 9,010 | 40.6 | 59.4 | 52.8 | 11.9 | 21.3 | 6.8 | 2.8 | 0.3 | 0.6 | 3.5 | 4.3 |
| \$20,000 | 2000 | 7,691 | 37.1 | 62.9 | 50.5 | 13.7 | 21.5 | 6.9 | 3.2 | 0.2 | 0.5 | 3.5 | 4.3 |
| \$20,001- | 1999 | 31,965 | 33.3 | 66.7 | 43.3 | 16.1 | 23.4 | 5.8 | 7.8 | 0.3 | 0.5 | 2.8 | 8.5 |
| \$30,000 | 2000 | 28,706 | 34.9 | 65.1 | 43.5 | 14.8 | 23.8 | 5.5 | 8.6 | 0.3 | 0.6 | 3.0 | 7.3 |
| \$30,001- | 1999 | 47,966 | 38.9 | 61.1 | 53.0 | 12.0 | 20.6 | 5.7 | 5.6 | 0.4 | 0.5 | 2.2 | 8.7 |
| \$40,000 | 2000 | 49,902 | 37.8 | 62.2 | 50.0 | 13.0 | 21.8 | 6.0 | 5.8 | 0.4 | 0.5 | 2.4 | 8.6 |
| \$40,001- | 1999 | 43,011 | 61.8 | 38.2 | 58.6 | 9.7 | 18.4 | 6.0 | 4.4 | 0.3 | 0.4 | 2.2 | 7.1 |
| \$50,000 | 2000 | 37,310 | 57.1 | 42.9 | 56.7 | 10.0 | 19.2 | 6.5 | 4.5 | 0.4 | 0.4 | 2.3 | 7.5 |
| \$50,001- | 1999 | 49,095 | 65.6 | 34.4 | 60.3 | 10.2 | 15.4 | 8.3 | 2.9 | 0.3 | 0.3 | 2.3 | 7.2 |
| \$60,000 | 2000 | 51,603 | 65.2 | 34.8 | 58.7 | 10.6 | 17.2 | 6.7 | 3.9 | 0.3 | 0.4 | 2.2 | 6.6 |
| \$60,001- | 1999 | 11,182 | 72.5 | 27.5 | 65.9 | 9.8 | 11.8 | 8.5 | 1.5 | 0.2 | 0.2 | 2.2 | 7.0 |
| \$70,000 | 2000 | 20,811 | 67.3 | 32.7 | 63.9 | 8.0 | 11.9 | 11.2 | 2.1 | 0.2 | 0.2 | 2.4 | 7.5 |
| \$70,001- | 1999 | 3,996 | 70.6 | 29.4 | 69.2 | 9.5 | 11.0 | 7.0 | 0.8 | 0.3 | 0.3 | 2.0 | 6.9 |
| \$80,000 | 2000 | 6,519 | 74.9 | 25.1 | 67.5 | 8.1 | 10.3 | 9.8 | 1.3 | 0.3 | 0.2 | 2.5 | 6.6 |
| \$80,001- | 1999 | 1,582 | 65.5 | 34.5 | 77.9 | 6.3 | 8.4 | 4.9 | 1.1 | 0.1 | 0.2 | 1.2 | 8.2 |
| \$90,000 | 2000 | 2,116 | 67.3 | 32.7 | 74.5 | 7.7 | 9.5 | 5.2 | 0.8 | 0.3 | 0.3 | 1.9 | 7.7 |
| \$90,001- | 1999 | 1,536 | 71.2 | 28.8 | 77.9 | 5.6 | 7.3 | 7.0 | 0.9 | 0.0 | 0.0 | 1.2 | 6.9 |
| \$100,000 | 2000 | 1,622 | 64.4 | 35.6 | 78.1 | 5.5 | 8.3 | 5.3 | 1.5 | 0.0 | 0.1 | 1.1 | 8.1 |
| \$100,000+ | 1999 | 1,282 | 79.8 | 20.2 | 61.2 | 5.1 | 3.8 | 19.2 | 7.6 | 0.0 | 0.0 | 3.1 | 7.6 |
| | 2000 | 2,153 | 77.7 | 22.3 | 67.3 | 5.4 | 4.9 | 15.4 | 4.7 | 0.0 | 0.0 | 2.2 | 6.9 |
| TOTAL | 1999 | 200,625 | 52.7 | 47.3 | 55.9 | 11.4 | 18.3 | 6.7 | 4.5 | 0.3 | 0.4 | 2.4 | 7.6 |
| TOTAL | 2000 | 208,433 | 52.6 | 47.4 | 55.1 | 11.3 | 18.7 | 7.0 | 4.8 | 0.3 | 0.4 | 2.4 | 7.4 |

Percents are based on total for each salary increment for the year.
Percents may not add up to 100.00 due to rounding.

**Appointment and Promotional Rates For All Civil Service Employees
July 1, 1999 Thru June 30, 2000**

| | New Hires, Rehires & Transfers^{1/} | | New Hires, & Rehires^{2/} | | Promotions | |
|-----------------------------------|--|------|--|------|-------------------|------|
| | Employees | % | Employees | % | Employees | % |
| White | 17,371 | 51.0 | 14,232 | 51.4 | 6,555 | 58.6 |
| African American | 3,867 | 11.4 | 3,058 | 11.0 | 1,166 | 10.4 |
| Hispanic | 6,744 | 19.8 | 5,612 | 20.3 | 1,942 | 17.4 |
| Asian | 2,648 | 7.8 | 1,971 | 7.1 | 795 | 7.1 |
| American Indian | 112 | 0.3 | 98 | 0.4 | 23 | 0.2 |
| Filipino | 1,881 | 5.5 | 1,478 | 5.3 | 394 | 3.5 |
| Pacific Islander | 202 | 0.6 | 168 | 0.6 | 48 | 0.4 |
| Other Minorities | 1,226 | 3.6 | 1,068 | 3.9 | 255 | 2.3 |
| Women | 17,082 | 50.2 | 12,753 | 46.1 | 6,000 | 53.7 |
| Women In Non-Clerical Occupations | 10,559 | 31.0 | 8,261 | 29.8 | 3,809 | 34.1 |
| Disabled | 1,492 | 4.4 | 1,022 | 3.7 | 749 | 6.7 |

^{1/} Depicts the number and percentage of new hires, rehires and transfers. These percentages show the combined appointment rates for individuals who were hired from outside the state civil service and those who transferred within the state work force.

^{2/} Depicts the number and percentages of new hires and rehires only, showing the appointment rates for individuals who were hired from outside the state civil service

1999-2000 EMPLOYMENT GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

| Agency | Department | African Amer/Black | | Hispanics | | Asians | | Filipino | | American Indian | | Pacific Islander | | Women | | Total | | Total Employees | % Under in Dept |
|---|------------------------|--------------------|------------|-----------|------------|----------|------------|----------|-----------|-----------------|------------|------------------|-----------|-----------|------------|-----------|--------------|-----------------|-----------------|
| | | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | Dept/ Agency | |
| Business, Transportation and Housing Agency | Alcohol Bev Control | | | | | | | | | | | | | | | 0 | 0 | 424 | 0.0% |
| | Corporations | | | | | | | | | | | | | 1 | 13 | 1 | 13 | 495 | 2.6% |
| | Financial Institutions | | | 1 | 6 | | | | | | | | | 1 | 24 | 2 | 30 | 178 | 16.9% |
| | Highway Patrol | 2 | 260 | 3 | 42 | 1 | 6 | | | 1 | 47 | | | 1 | 456 | 8 | 811 | 9,684 | 8.4% |
| | Hous & Comm Develop | | | | | 1 | 11 | | | | | | | | | 1 | 11 | 434 | 2.5% |
| | Housing Fin Agency | | | | | | | | | | | | | | | 0 | 0 | 167 | 0.0% |
| | Motor Vehicles | | | 1 | 6 | 2 | 60 | 1 | 9 | 3 | 25 | | | | | 7 | 100 | 8,924 | 1.1% |
| | Real Estate | | | | | | | | | | | | | | | 0 | 0 | 291 | 0.0% |
| | Teale Data Center | | | | | | | | | | | | | | | 0 | 0 | 353 | 0.0% |
| | Transportation | 7 | 67 | 22 | 819 | 4 | 42 | 1 | 6 | 4 | 41 | 1 | 37 | 11 | 223 | 50 | 1,235 | 20,022 | 6.2% |
| | Subtotal: | 9 | 327 | 27 | 873 | 8 | 119 | 2 | 15 | 8 | 113 | 1 | 37 | 14 | 716 | 69 | 2,200 | 40,972 | 5.4% |
| Environmental Protection Agency | Air Resources Board | | | | | 1 | 39 | | | | | | | 1 | 7 | 2 | 46 | 954 | 4.8% |
| | Env Hlth Hazard Asmnt | | | | | | | | | | | | | | | 0 | 0 | 104 | 0.0% |
| | Integ Waste Mgmt Bd | | | | | 1 | 12 | 1 | 6 | | | | | | | 2 | 18 | 379 | 4.7% |
| | Pesticide Regulation | | | | | | | | | | | | | | | 0 | 0 | 327 | 0.0% |
| | Toxic Sub Control | | | | | | | | | | | | | | | 0 | 0 | 889 | 0.0% |
| | Water Res Control Bd | 1 | 5 | 1 | 12 | | | 1 | 9 | | | | | | | 3 | 26 | 1,159 | 2.2% |
| | Subtotal: | 0 | 0 | 0 | 0 | 2 | 51 | 1 | 6 | 0 | 0 | 0 | 0 | 1 | 7 | 4 | 64 | 2,653 | 2.4% |

1999-2000 EMPLOYMENT GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

| Agency | Department | African Amer/Black | | Hispanics | | Asians | | Filipino | | American Indian | | Pacific Islander | | Women | | Total | | Total Employees | % Under in Dept |
|---------------------------|-----------------------|--------------------|------------|-----------|------------|-----------|------------|----------|-----------|-----------------|-----------|------------------|-----------|-----------|------------|-----------|--------------|-----------------|-----------------|
| | | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | Dept/ Agency | |
| Health and Human Services | Aging | | | | | | | | | | | | | | | 0 | 0 | 113 | 0.0% |
| | Alcohol & Drug Progs | | | | | | | | | | | | | | | 0 | 0 | 290 | 0.0% |
| | Developmental Svc | 8 | 222 | 8 | 177 | 5 | 217 | | | 3 | 22 | 2 | 12 | 1 | 19 | 27 | 669 | 7,845 | 8.5% |
| | Employ Develop Dept | 1 | 19 | 2 | 21 | 1 | 8 | 3 | 37 | | | | | | | 7 | 85 | 10,246 | 0.8% |
| | H & W Agency Data Ctr | | | | | | | 1 | 10 | | | | | 1 | 8 | 2 | 18 | 395 | 4.6% |
| | Health Services | | | 2 | 10 | 3 | 79 | 1 | 6 | | | | | | | 6 | 95 | 5,021 | 1.9% |
| | Mental Health | 2 | 39 | 11 | 166 | 8 | 213 | | | 2 | 13 | | | 7 | 804 | 30 | 1,235 | 7,594 | 16.3% |
| | Rehabilitation | | | | | 1 | 7 | | | 1 | 10 | | | | | 2 | 17 | 2,134 | 0.8% |
| | Social Services | | | 2 | 13 | | | | | 1 | 6 | | | | | 3 | 19 | 4,249 | 0.4% |
| | Stwd Hlth Plan & Dev | | | | | | | | | | | | | | | 0 | 0 | 392 | 0.0% |
| | Unemploy Ins App Bd | | | | | 1 | 5 | | | | | | | | | 1 | 5 | 512 | 1.0% |
| | Subtotal: | 11 | 280 | 25 | 387 | 19 | 529 | 5 | 53 | 7 | 51 | 2 | 12 | 9 | 831 | 78 | 2,143 | 38,791 | 5.5% |
| Resources Agency | Boating & Waterways | | | | | | | | | | | | | | | 0 | 0 | 77 | 0.0% |
| | Coastal Commission | | | | | | | | | | | | | | | 0 | 0 | 130 | 0.0% |
| | Conservation Corps | | | | | | | | | 1 | 9 | | | | | 1 | 9 | 479 | 1.9% |
| | Conservation | | | | | | | | | | | | | 1 | 7 | 1 | 7 | 538 | 1.3% |
| | Energy Commission | | | | | 1 | 21 | | | | | | | | | 1 | 21 | 432 | 4.9% |
| | Fish & Game | 2 | 44 | 2 | 46 | 3 | 64 | 2 | 28 | | | | | 4 | 117 | 13 | 299 | 2,438 | 12.3% |
| | Forestry | 2 | 93 | | | | | | | 1 | 14 | | | 1 | 11 | 4 | 118 | 3,993 | 3.0% |
| | Parks & Recreation | 4 | 69 | 5 | 128 | 4 | 99 | 3 | 25 | 1 | 6 | | | 3 | 123 | 20 | 450 | 3,842 | 11.7% |
| | Water Resources | | | 1 | 13 | 1 | 5 | 1 | 12 | | | | | 1 | 8 | 4 | 38 | 2,703 | 1.4% |
| | Subtotal: | 9 | 211 | 9 | 199 | 9 | 189 | 7 | 74 | 3 | 29 | 0 | 0 | 10 | 266 | 47 | 968 | 15,791 | 6.1% |

1999-2000 EMPLOYMENT GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

| Agency | Department | African Amer/Black | | Hispanics | | Asians | | Filipino | | American Indian | | Pacific Islander | | Women | | Total | | Total Employees | % Under in Dept |
|---------------------------|------------------------|--------------------|---------|-----------|---------|---------|---------|----------|---------|-----------------|---------|------------------|---------|---------|---------|---------|---------|-----------------|-----------------|
| | | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | Dept/ Agency | |
| State & Consumer Services | Consumer Affairs | 3 | 21 | 1 | 9 | 2 | 21 | | | | | | | | | 6 | 51 | 3,900 | 1.3% |
| | Fair Employ & Housing | | | | | | | | | | | | | | | 0 | 0 | 270 | 0.0% |
| | Franchise Tax Board | 1 | 6 | 1 | 5 | | | 2 | 18 | 2 | 21 | | | 1 | 11 | 7 | 61 | 6,843 | 0.9% |
| | General Services | 1 | 10 | 3 | 55 | | | | | 1 | 7 | | | 4 | 61 | 9 | 133 | 3,763 | 3.5% |
| | Calif Science Center | | | 1 | 14 | | | | | | | | | | | 1 | 14 | 131 | 10.7% |
| | Personnel Board | | | | | | | | | | | | | | | 0 | 0 | 277 | 0.0% |
| | Pub Employ Ret Syst | | | | | | | | | | | | | | | 0 | 0 | 1,240 | 0.0% |
| | Teachers Retire System | | | | | | | | | | | | | | | 0 | 0 | 440 | 0.0% |
| Subtotal: | | 5 | 37 | 6 | 83 | 2 | 21 | 2 | 18 | 3 | 28 | 0 | 0 | 5 | 72 | 23 | 259 | 16,864 | 1.5% |
| Trade & C | | | | | | | | | | | | | | | | | | | |
| | Subtotal: | | | | | | | | | | | | | | | 0 | 0 | 230 | 0.0% |
| Youth & Adult Corrections | Corrections | 1 | 8 | 16 | 316 | 16 | 503 | 1 | 7 | 5 | 194 | | | 24 | 1,213 | 63 | 2,241 | 43,494 | 5.2% |
| | Prison Industries Auth | | | | | 1 | 9 | | | | | | | 1 | 83 | 2 | 92 | 715 | 12.9% |
| | Prison Terms | | | | | | | | | | | | | | | 0 | 0 | 123 | 0.0% |
| | Youth Authority | | | 3 | 47 | 3 | 31 | | | 2 | 15 | | | 7 | 487 | 15 | 580 | 5,163 | 11.2% |
| | Subtotal: | 1 | 8 | 19 | 363 | 20 | 543 | 1 | 7 | 7 | 209 | 0 | 0 | 32 | 1,783 | 80 | 2,913 | 49,495 | 5.9% |

1999-2000 EMPLOYMENT GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

| The following Board, Agency or Department does not fall under any "Super" Agency | African Amer/Black | | Hispanics | | Asians | | Filipino | | American Indian | | Pacific Islander | | Women | | Total | | Total Employees | % Under in Dept |
|--|--------------------|---------|-----------|---------|---------|---------|----------|---------|-----------------|---------|------------------|---------|---------|---------|---------|---------|-----------------|-----------------|
| | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | Dept/ Agency | |
| Board of Control | | | | | | | | | | | | | | | 0 | 0 | 331 | 0.0% |
| Community Colleges | | | | | | | | | | | | | 1 | 8 | 1 | 8 | 194 | 4.1% |
| Comp Insurance Fund | 1 | 11 | | | 2 | 45 | | | | | | | | | 3 | 56 | 5,670 | 1.0% |
| Controller's Office | | | | | | | | | | | | | 1 | 13 | 1 | 13 | 1,075 | 1.2% |
| Comm. Services & Dev | | | | | | | | | | | | | | | 0 | 0 | 109 | 0.0% |
| Crim Justice Planning | | | | | | | | | | | | | | | 0 | 0 | 127 | 0.0% |
| Education | | | 1 | 8 | 1 | 6 | 1 | 6 | | | | | | | 3 | 20 | 1,962 | 1.0% |
| Emergency Services | | | | | 1 | 6 | | | | | | | 2 | 45 | 3 | 51 | 470 | 10.9% |
| Equalization | 1 | 17 | 1 | 6 | | | | | 2 | 12 | | | 3 | 156 | 7 | 191 | 3,799 | 5.0% |
| Expo & State Fair | | | 1 | 7 | | | | | | | | | | | 1 | 7 | 375 | 1.9% |
| Fair Polit Pract Comm | | | | | | | | | | | | | | | 0 | 0 | 63 | 0.0% |
| Finance | | | | | | | | | | | | | | | 0 | 0 | 340 | 0.0% |
| Food & Agriculture | 2 | 87 | | | | | | | 1 | 10 | | | 3 | 42 | 6 | 139 | 1,842 | 7.5% |
| Horse Racing Board | | | | | | | | | | | | | | | 0 | 0 | 54 | 0.0% |
| Industrial Relations | | | | | 1 | 14 | | | | | | | 2 | 43 | 3 | 57 | 2,321 | 2.5% |
| Insurance | | | | | | | | | | | | | 2 | 30 | 2 | 30 | 964 | 3.1% |
| Justice | 2 | 37 | 2 | 39 | | | | | | | | | 1 | 13 | 5 | 89 | 4,522 | 2.0% |
| Leg Counsel Bureau | | | | | 1 | 8 | 2 | 8 | | | | | | | 3 | 16 | 569 | 2.8% |
| Lottery | | | | | | | | | | | | | | | 0 | 0 | 599 | 0.0% |
| Military | | | | | | | | | | | | | | | 0 | 0 | 226 | 0.0% |
| Peace Off Stds & Trning | | | | | | | | | | | | | | | 0 | 0 | 113 | 0.0% |
| Personnel Admin | | | | | | | | | | | | | | | 0 | 0 | 246 | 0.0% |
| Public Defender | | | | | | | | | | | | | | | 0 | 0 | 118 | 0.0% |
| Pub Utilities Comm | | | | | | | | | | | | | 1 | 6 | 1 | 6 | 767 | 0.8% |
| Secretary of State | | | | | | | | | | | | | | | 0 | 0 | 413 | 0.0% |
| State Audits Bureau | | | | | | | | | | | | | 1 | 10 | 1 | 10 | 120 | 8.3% |

1999-2000 EMPLOYMENT GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

| Department | African Amer/Black | | Hispanics | | Asians | | Filipino | | American Indian | | Pacific Islander | | Women | | Total | | Total Employees | % Under in Dept |
|------------------------|--------------------|---------|-----------|---------|---------|---------|----------|---------|-----------------|---------|------------------|---------|---------|---------|---------|---------|-----------------|-----------------|
| | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | # Goals | # Under | Dept/ Agency | |
| State Lands Comm | | | | | | | | | | | | | | | 0 | 0 | 184 | 0.0% |
| State Library | | | | | | | | | | | | | | | 0 | 0 | 189 | 0.0% |
| Student Aid Comm | | | | | | | | | | | | | | | 0 | 0 | 240 | 0.0% |
| Teacher Credentialing | | | | | | | | | | | | | | | 0 | 0 | 161 | 0.0% |
| Treasurer | | | | | | | | | | | | | | | 0 | 0 | 232 | 0.0% |
| Veterans Affairs | 3 | 25 | 1 | 9 | 3 | 29 | | | | | | | | | 7 | 63 | 1,428 | 4.4% |
| Subtotal: | 9 | 177 | 6 | 69 | 9 | 108 | 3 | 14 | 3 | 22 | 0 | 0 | 17 | 366 | 47 | 756 | 29,823 | 2.5% |
| TOTAL: | 44 | 1,040 | 92 | 1,974 | 69 | 1,560 | 21 | 187 | 31 | 452 | 3 | 49 | 88 | 4,041 | 348 | 9,303 | 194,619 | 4.8% |
| | | 0.5% | | 1.0% | | 0.8% | | 0.1% | | 0.2% | | 0.0% | | 2.1% | | 4.8% | | |
| % Consistent with RLF: | | | | | | | | | | | | | | | | | | 95.2% |

of Goals: The number of instances when a significant underutilization of a minority group or women was found requiring the establishment of an employment goal.

Under: Number of persons in a minority group or women that were underutilized.

% Under: Percentage of persons in a minority group or women that were underutilized in the department reviewed.

Detailed information on where underutilization was identified by occupation within a department and specific departmental employment goals is available for review at the State Personnel Board. Contact the Civil Rights Programs Unit at (916) 653-1161 to review this information.

1999—2000 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES*

| Department | Rep 3/31/99 | Deficiency | Goal | Rep 3/31/98 | Deficiency | Goal |
|--------------------------|-------------|------------------|---------|-------------|------------------|------|
| Aging | 14.2% | No goal required | | 14.8% | No goal required | |
| Air Resources Board | 9.9% | No goal required | | 10.3% | No goal required | |
| Alcohol & Drug Progs | 16.6% | No goal required | | 14.3% | No goal required | |
| Alcohol Bev Control | 7.2% Adj. | 8 | 2 | 4.7% Adj. | 13 | 3 |
| Board of Control | 10.0% | No goal required | | 12.7% | No goal required | |
| Boating & Waterways | 13.0% | No goal required | | 13.0% | No goal required | |
| Calif. Science Center | 3.1% | 11 | 1 | 3.3% | 10 | 2 |
| Coastal Commission | 6.2% | 7 | 1 | 6.2% | 7 | 1 |
| Community Svs & Dev | 11.9% | No goal required | | 13.3% | No goal required | |
| Community Colleges | 14.9% | No goal required | | 16.9% | No goal required | |
| State Comp Insur Fund | 8.3% | 178 | 17 | 8.2% | 185 | ** |
| Conservation | 11.7% | No goal required | | 12.2% | No goal required | |
| Conservation Corps | 9.0% | 12 | 1 or 2 | 9.9% | No goal required | |
| Consumer Affairs | 6.5% | 193 | 25 | 6.9% | 172 | 25 |
| Controller's Office | 12.7% | No goal required | | 11.7% | No goal required | |
| Corporations | 7.5% | 19 | 5 | 7.5% | 17 | 4 |
| Corrections | 7.2% Adj. | 653 | 65 | 6.3% Adj. | 771 | ** |
| Off Crim Justice Plan | 6.3% | 6 | 2 | 4.9% | 7 | 2 |
| Developmental Services | 7.9% | 275 | 27 | 7.7% | 275 | 28 |
| Education | 16.2% | No goal required | | 15.9% | No goal required | |
| Off Emergency Services | 7.2% | 20 | 2 | 8.1% | 20 | 2 |
| Employment Dev Dept | 11.4% | No goal required | | 12.3% | No goal required | |
| Energy Commission | 8.1% | 14 | 7 | 8.6% | 12 | 4 |
| Env Hlth Hazard Asmt | 4.8% | 7 | 1 | 2.9% | 9 | 1 |
| Equalization | 9.5% | No goal required | | 8.3% | 119 | 12 |
| Expo & State Fair | 3.5% | 30 | 3 | 3.4% | 36 | 4 |
| Fair Employ & Housing | 15.6% | No goal required | | 11.7% | No goal required | |
| Fair Polit Practice Comm | 6.3% | 3 | 1 | 7.0% | 3 | |
| Finance | 7.9% | 12 | 2 or 3 | 8.3% | 10 | 0 |
| Financial Institutions | 5.6% | 10 | 1 | 5.3% | 11 | 1 |
| Fish and Game | 6.6% Adj. | 101 | 10 | 5.4% Adj. | 124 | 12 |
| Food and Agriculture | 6.7% | 87 | 9 or 10 | 7.2% | 72 | 7 |
| Forestry | 6.6% Adj. | 52 | 5 | 7.1% Adj. | 47 | 5 |
| Franchise Tax Board | 5.8% | 383 | 39 | 6.4% | 319 | 32 |
| General Services | 8.8% | 96 | 10 | 10.0% | No goal required | |

1999—2000 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES*

| Department | Rep 3/31/99 | Deficiency | Goal | Rep 3/31/98 | Deficiency | Goal |
|--------------------------|-------------|------------------|--------|-------------|------------------|------|
| H & W Data Center | 10.9% | No goal required | | 10.0% | No goal required | |
| Health Services | 11.1% Adj | No goal required | | 9.1% Adj. | No goal required | |
| CA Highway Patrol | 10.2% Ad | No goal required | | 11.0% Adj. | No goal required | |
| Horse Racing Board | 13.0% | No goal required | | 13.0% | No goal required | |
| Housing & Comm Dev | 12.0% | No goal required | | 10.8% | No goal required | |
| Housing Finance Agency | 5.4% | 10 | 1 | 5.5% | 10 | 1 |
| Industrial Relations | 6.9% | 106 | 13 | 7.4% | 92 | 9 |
| Insurance | 6.2% | 43 | 6 | 5.0% | 59 | 3 |
| Integ Waste Mgmt Board | 8.4% | 11 | 2 | 9.2% | No goal required | |
| Justice | 9.3% Adj. | No goal required | | 9.7% Adj. | No goal required | |
| Leg Counsel Bureau | 7.6% | 22 | 3 | 9.0% | 14 | 2 |
| Lottery | 8.7% | 16 | 3 or 4 | 9.5% | No goal required | |
| Mental Health | 10.9% Adj. | No goal required | | 9.1% Adj. | No goal required | |
| Military | 13.3% | No goal required | | 10.0% | No goal required | |
| Motor Vehicles | 9.0% | 211 | 21 | 9.2% | No goal required | |
| Parks and Recreation | 7.2% Adj. | 159 | 8 | 8.2% Adj. | 119 | 12 |
| Peace Officer Stds & Trg | 10.6% | No goal required | | 8.4% | 3 | 1 |
| Personnel Administration | 10.6% | No goal required | | 6.2% | 12 | 1 |
| Personnel Board | 9.7% | No goal required | | 11.7% | No goal required | |
| Pesticide Regulation | 9.8% | No goal required | | 7.8% | 12 | 6 |
| Prison Industries Auth | 10.7% Adj. | No goal required | | 11.4% Adj. | No goal required | |
| Prison Terms | 8.9% | 3 | 1 | 7.3% | 4 | 1 |
| Pub Employ Retire Syst | 7.4% | 49 | 4 | 8.2% | 36 | 4 |
| Pub Utilities Commission | 5.9% | 42 | 8 | 5.7% | 42 | 7 |
| Public Defender | 5.1% | 7 | 1 | 5.7% | 6 | 1 |
| Real Estate | 10.0% | No goal required | | 8.4% | 9 | 1 |
| Rehabilitation | 14.5% | No goal required | | 14.1% | No goal required | |
| Secretary of State | 10.2% | No goal required | | 7.3% | 17 | 3 |
| Social Services | 13.0% | No goal required | | 12.1% | No goal required | |
| State Audit Bureau | 5.8% | 7 | 1 | 7.9% | 4 | 1 |
| State Lands Comm | 8.7% | 5 | 5 | 9.2% | No goal required | |
| State Library | 10.6% | No goal required | | 10.2% | No goal required | |
| Student Aid Commission | 12.5% | No goal required | | 8.6% | 9 | 1 |
| Off Stwd Hlth Plan & Dev | 7.9% | 14 | 3 | 9.0% | 8 | 2 |

1999—2000 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES*

| Department | Rep 3/31/99 | Deficiency | Goal | Rep 3/31/98 | Deficiency | Goal |
|-------------------------|-------------|------------------|--------|-------------|------------------|------|
| Teachers' Retire System | 9.3% | No goal required | | 12.2% | No goal required | |
| Teacher Credentialing | 9.3% | No goal required | | 9.6% | No goal required | |
| Teal Data Center | 11.0% | No goal required | | 9.6% | No goal required | |
| Toxic Substance Control | 9.9% | No goal required | | 8.0% | 31 | 8 |
| Trade and Commerce | 9.1% | No goal required | | 9.7% | No goal required | |
| Transportation | 9.0% | 481 | 48 | 10.5% | No goal required | |
| Treasurer's Office | 9.5% | No goal required | | 8.0% | 8 | 8 |
| Unemploy Ins Appeals Bd | 8.2% | 16 | 1 or 2 | 8.9% | 13 | 1 |
| Veterans Affairs | 9.0% | 35 | 3 or 4 | 8.5% | 41 | 4 |
| Water Res Control Board | 8.3% | 36 | 6 | 5.3% | 69 | 7 |
| Water Resources | 10.4% | No goal required | | 10.7% | No goal required | |
| Youth Authority | 9.1% Adj. | No goal required | | 9.3% Adj. | No goal required | |

No Goal Required: 38 Departments

38 Departments

Goal Required: 43

43

Goal Approved: 43

43

* Goal required if departmental representation of persons with disabilities is less than 9.1%, which represents 80% of California labor force representation of 11.4%.

** No goal due to staff reductions or a re-survey is in progress

Adj. Law enforcement classifications removed

LAWS WHICH DISCRIMINATE OR HAVE THE EFFECT OF DISCRIMINATING

Government Code Section 19793 requires the State Personnel Board to report on laws that tend to have a discriminatory impact on employment opportunities in the State civil service. Accordingly, the Board has identified the following laws:

1. Government Code Sections 18971-18974.5 provide for the addition of preference points to the examination scores of military veterans in certain types of civil service examinations. Men receive these preference points at a disproportionate rate when compared to women. The effect is that men are placed in higher ranks on the eligible list, often precluding an employment opportunity for women.
2. Government Code Section 18954 awards seniority points in examinations for California Highway Patrol law enforcement classifications. An additional one-quarter point is added to a competitor's score for each year of service in the classification next lower to that for which the examination is given. Because women were precluded from appointment as a member of the California Highway Patrol until 1974, the awarding of seniority points tends to diminish their opportunity for appointment to the higher ranks.
3. Government Code Section 18951.5 provides for the addition of three points (career credits) to a competitor's examination score based on service in the California Conservation Corps for one year, or in the California Department of Forestry and Fire Protection as a seasonal, limited-term, or permanent intermittent employee in an entry-level fire suppression classification. These preference points tend to disadvantage minority, women and disabled candidates who do not qualify for career credits by placing them in the lower ranks of civil service employment lists.

14 MAJOR JOB CATEGORIES and CLASSIFICATION EXAMPLES

AGRICULTURE AND CONSERVATION:

Agriculture Administration, Standardization and Inspection, Compliance, Dairy Industry, Agriculture Economics, Animal Industry, Plant Industry, Environmental Specialists, Food Production, Horticulture, Fish and Game, Parks and Recreation, Forest Protection

Agricultural Inspector, Veterinary Medical Officer, Dairy Foods Specialist, Plant Quarantine Inspector, Environmental Research Scientist, Waste Management Specialist, Groundskeeper, Fish Culturalist, Fish & Wildlife Assistant, State Park Ranger, Lifeguard, Forester, Fire Apparatus Engineer, Fire Fighter

OFFICE AND ALLIED SERVICES:

General Office Services, typing, Stenography and Secretarial, Payroll, Personnel-Clerical, Machine Operations, Storekeeping, Communications, Fiscal-Clerical, Miscellaneous Office Services and Allied

Office Services Manager/Supervisor, Office Technician Typing/General, Office Assistant Typing/General, Tax Program Assistant, Seasonal Clerk, Word Processing Technician, Hearing Reporter, Secretary, Examination Proctor, Key Data Operator, Account Clerk, Health Record Technician, Motor Vehicle Field Representative

CUSTODIAN AND DOMESTIC SERVICES:

Custodial and Protective, Personal Services, Laundry Services, Food Services

Security Guard, Janitor, Seamer, Laundry Worker, Public Health Nutrition Consultant, Clinical Dietitian, Supervising Cook, Food Service Worker

EDUCATION AND LIBRARY:

Teaching, Education and Administration, Arts, Library

Teacher, Vocational Instructor, Education Program Consultant, Special Education Consultant, Institution Artist/Facilitator, Librarian

ENGINEERING AND ALLIED SERVICES:

Engineering-Technical, Civil Engineering, Valuation and Utilities Engineering, Mechanical and Electrical Engineering, Mining, Petroleum and Geology, Public Health and Safety Engineering, Architecture

Delineator, Graphic Artist, Land Surveyor, Transportation Engineer/Civil, Water Resources Engineer, Structural Engineer, Utilities Engineer, Electrical Engineer, Telecommunication Engineer, Engineering Geologist, Sanitary Engineer, Air Resources Engineer

FISCAL, MANAGEMENT AND STAFF SERVICES:

Financial, General Administrative Services, Institution Administrative Services, Administrative Assistance, Health Administration Business and Office Management, Materials Acquisition Services, Property Appraisal and Acquisition, Personnel Management and Budget Analysis, Electronic Data Processing, Actuarial, Research and Statistics, Public Relations, Public Information, Exposition, Student Employment

Auditor, Bank Examiner, Business Tax Representative, Accountant, Environmental Planner, Transportation Planner, Staff Services Manager, Staff Services Analyst, Associate Governmental Program Analyst, Legal Analyst, Disability Evaluation Analyst, Business Services Officer, Right of Way Agent, Property Agent, Associate Personnel Analyst, Expert Examiner, Associate Management Auditor, Associate Budget Analyst, Data Processing Manager, System Software Specialist, Information Systems Analyst, Computer Operator, Research Analyst

LEGAL:

General Legal, Attorney General, Legislative, Department Legal Staffs, Hearing Officers and Referees

Legal Counsel, Staff Counsel, Tax Counsel, Deputy Attorney General, Administrative Law Judge, Hearing Officer

MECHANICAL AND CONSTRUCTION TRADES:

General Labor, Water Resources, Road Construction and Maintenance, Mechanical Equipment Operations, Hydroelectric Maintenance and Operation, General Building Trades, Building and Grounds, Miscellaneous Equipment Construction, Marine Trades, Institutional Industries, Printing Trades

Laborer, Painter, Carpenter, Building Maintenance Worker, Caltrans Highway/Landscape Maintenance Worker, Warehouse Worker, Caltrans Equipment Operator, Auto Equipment Operator, Maintenance Mechanic, Stationary Engineer, Park Maintenance Worker, Commercial Vehicle Inspector, Automobile Mechanic

MEDICINE AND ALLIED SERVICES:

Institution and Medicine, Public Health Medicine, Medical Examining, Dentistry, Project Research, Medical Subsidiary, Chemistry, Nursing Service, Special Therapeutic, Health Treatment, Health Education

Psychiatrist, Physician & Surgeon, Medical Consultant, Dentist, Public Health Microbiologist, Pharmacist, Health Facilities Evaluator Nurse, Public Health Chemist, Registered Nurse, Psychiatric Technician, Licensed Vocational Nurse, Hospital Worker, Rehabilitation Therapist

STATE EMERGENCY DISASTER PROGRAM:

Planning, Emergency Law Enforcement, Emergency Fire and Rescue

Emergency Services Coordinator/OES, Disaster Worker Clerical Services, Disaster Worker Specialty Services, Disaster Worker Staff Services

REGULATORY AND PUBLIC SAFETY:

Police and Law Enforcement, Criminal Identification and Investigation, Special Investigator, Field Representation, Inspection

Officer/CHP, Fish & Game Warden, Hospital Peace Officer, State Fair Police Officer, Criminal ID Specialist, Special Agent, Special Investigator, Fraud Investigator, Manager DMV, Motor Vehicle Field Representative

SOCIAL SECURITY AND REHABILITATION:

Employment Security, Insurance, Social Services, Employment Relations, Correctional and Group Supervision (Institution), Parole, Rehabilitation

Employment Program Representative, Workers Compensation Insurance Representative, Licensing Program Analyst, Youth Counselor, Parole Agent, Correctional Officer, Group Supervisor, Medical Technical Assistant, Vocational Rehabilitation Counselor

BROAD BAND:

Positions classified by levels of job performance and competency necessary to perform the work

Career Supervisor Assignment, Career Manager Assignment, Personnel Management Analyst, Personnel Management Technician

C.E.A. CLASSIFICATIONS:

High administrative and policy influencing positions

Career Executive Assignment